

DEPARTMENT OF SOCIAL SERVICES

744 P Street, Sacramento, CA 95814



September 8, 2005

ALL COUNTY INFORMATION NOTICE NO. I-49-05

TO: ALL COUNTY WELFARE DIRECTORS
ALL CHIEF PROBATION OFFICERS

REASON FOR THIS TRANSMITTAL

- ☐ State Law Change
- ☐ Federal Law or Regulation Change
- ☐ Court Order
- ☐ Clarification Requested by one or more Counties
- ☒ Initiated by CDSS

SUBJECT: DEVELOPMENT OF STATEWIDE COMMON CORE CURRICULUM
TRAINING COMPONENTS

REFERENCE: All County Information Notice I-66-03

The purpose of this All-County Information Notice (ACIN) is to provide information about the development of statewide standardized common core curriculum for all new child welfare workers, the placement core for juvenile probation officers assigned to placement units serving Title IV-E eligible youth, and the standardized supervisor's core for child welfare/probation supervisors. These standardized curricula were developed as part of the California Program Improvement Plan (PIP).

BACKGROUND

The PIP objectives were developed in response to specific findings as a result of the Child and Family Services Review (CFSR) conducted by the United States Department of Health and Human Services, Administration for Children and Families. Findings related to training and staff development in the CFSR concluded that California did not have sufficient statewide requirements for the initial training of new workers and supervisors.

In response to these findings, the PIP stipulated that the California Department of Social Services (CDSS) develop a common core curriculum for all new child welfare workers and juvenile probation officers assigned to placement units serving Title IV-E eligible youth and supervisors that are delivered by all training entities statewide. The goal of this mandate was defined as the implementation of "a common core curriculum ... in every county to train all new child welfare/probation workers and supervisors."

The development of these curricula is the result of unprecedented collaboration. The development of the common core and supervisor's core were supported through the extraordinary efforts of the Statewide Training and Education Committee (STEC) which includes representation from all Regional Training Academies (RTAs) and the Inter-University Consortium (IUC), California Social Work Education Center (CalSWEC),

county staff, the tribal community, and other important stakeholders. Likewise, the standardized placement core curricula for juvenile probation placement workers was developed by the Resource Center for Family Focused Practice (RCFFP) and the Probation Training Advisory Group—a partnership between the Chief Probation Officers of California (CPOC), county probation representatives, the Judicial Council, and CDSS.

These curricula promote statewide standardization while simultaneously preserving some flexibility to meet the diverse needs of individual staff, counties, and regions.

NEW CHILD WELFARE WORKERS

The common core curriculum for new child welfare workers has three degrees of standardization. One topic area is standardized for both content and method of delivery that will allow evaluation for skill acquisition. Five topic areas are standard for content and information. For the entire common core, the competencies and learning objectives will be standard.

The module standardized for content, method of delivery, and competencies and learning objectives is:

- Child Maltreatment Identification, Part I: Identification of Physical Abuse and Neglect

The modules standardized for content and competencies and learning objectives are:

- Framework for Child Welfare Practice in California
- Human Development
- Critical Thinking in Child Welfare Assessment: Safety, Risk, and Protective Capacity
- Engaging Families in Case Planning and Case Management
- Placement and Permanency

The modules that will be standardized for competencies and learning objectives are:

- Indian Child Welfare Act
- Child Maltreatment Identification, Part II: Identification of Sexual Abuse
- Court Procedures
- Documentation for Writing Legal Reports
- Fundamentals of Conducting Interviews
- Domestic Violence
- Substance Abuse
- Mental Health Issues
- Ethics and Values
- Self-care for New Child Welfare Workers

NEW CHILD WELFARE SUPERVISORS

For supervisors, it is important to note that the common core curriculum will be the minimum curriculum intended to be integrated into or supplement the current supervisor core training that address the top training priorities in the PIP for supervisors. Thus, counties maintain the flexibility they need to develop management and leadership consistent with their respective models and philosophy.

The standardized core includes the following modules that will complement existing supervisory training:

- Evidence-based practices
- Educational supervision
- Policy context for child welfare practice
- Managing for results/supervising toward outcomes
- Case work supervision
- Fiscal fundamentals for children's services

PROBATION OFFICERS

The placement core for juvenile probation officers assigned to placement units serving Title IV-E eligible youth will include:

- Concurrent planning
- Visitation requirements
- Termination of parental rights practices

This curriculum is designed to complement existing training pursuant to STEC requirements and will be available through the RCFFP.

EVALUATION

The PIP also mandated that CDSS in collaboration with CalSWEC develop a Framework for Training Evaluation. CalSWEC established the Macro Evaluation Team which worked in tandem with the STEC, to develop the framework. The Framework for Training Evaluation was articulated in the Child and Family Services Plan (often referred to as the "IV-B Plan") and builds upon the efforts and practices of the RTAs and many county staff development organizations. As such, all trainings described in this ACIN will be evaluated at the Kirkland Scale level 1—trainee satisfaction. The Human Development, Critical Thinking in Child Welfare Assessment: Safety, Risk and Protective Capacity, Engaging Families in Case Planning and Case Management and Placement and Permanency will include a pre/post test strategy. Additionally, the Child Maltreatment Identification Part I will employ an embedded application of knowledge evaluation, as will the Casework Supervision module of the Supervisor's Core.

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Consistent with the Framework for Training Evaluation quality assurance process, the evaluation data will be used to revise curricula to continually improve training over time. Additionally, feedback from trainees, supervisors, and county child welfare leadership will assist in modifying and updating the curriculum as necessary.

IMPLEMENTATION

All RTAs and the IUC have been provided with the child welfare modules mentioned above and are currently integrating them into their training schedules. The RCFFP is working with CPOC to schedule the probation training. County staff development organizations will be provided with the curriculum after final formatting is completed.

Subsequent ACINs or All County Letters will provide additional information regarding the regulations, which have been submitted to the CDSS Office of Regulation Development, that were developed to fulfill a PIP requirement.

If you have any questions, please contact me or Linne Stout, Chief, Resources Development and Training Support Bureau at (916) 651-6600.

Sincerely,

SUSAN NISENBAUM, Chief
Child Protection and Family Support Branch

c: CWDA
CPOC
RTAs
IUC
RCFFP
CalSWEC